

Compensation Planning Instructions

Postdoctoral Associate

Fiscal Year 2027

This memo provides parameters and information to guide your unit in budgeting for fiscal year 2027 Postdoctoral Associate compensation for employees in job code 9546 on the Twin Cities and Duluth campuses. These parameters are incorporated in the fiscal year 2027 budget recommendations that will be considered for approval by the Board of Regents in June.

Salary Floor

As shared earlier this year in February, the salary floor for Postdoctoral Associates will increase from \$61,008 to \$62,232 for fiscal year 2027. All Postdoctoral Associates paid below this salary floor will need to have their pay increased to \$62,232 with an effective date of June 29, 2026. The salary floor for Postdoctoral Associates is based upon a 100-percent-time appointment and should be pro-rated accordingly for appointments less than 100 percent time.

This salary floor adjustment is based on the minimum stipend for postdoctoral associates published in May 2025 by the National Research Service Awards (NRSA). We adjust these salary floors each fiscal year in an effort to keep Postdoctoral Associate salaries competitive and help maintain the University of Minnesota's reputation as a top destination for Postdoctoral Associates. This information should be shared with Principal Investigators and others that are involved in the grant proposal process so that they can plan on similar increases going forward.

Annual Pay Increases

Postdoctoral associates are eligible for the annual merit increase. However, increases for these roles may be awarded at different times of the fiscal year as determined by each campus, college, or unit, with the timing aligned with the end of the fiscal year, the beginning of the academic year, or the associated contract date.

Questions

If you have further questions, please refer to your campus/college/unit's HR department.